

2 **SSB 5418** - S AMD - 099
3 By Senator Benton

4 RULED OUTSIDE SCOPE AND OBJECT 3/10/99

5 On page 21, after line 29, insert the following:

6 **"RECOGNITION OF ACHIEVEMENT BY BEGINNING MATH AND SCIENCE TEACHERS**

7 **Sec. 701.** RCW 28A.400.200 and 1997 c 141 s 2 are each amended to
8 read as follows:

9 (1) Every school district board of directors shall fix, alter,
10 allow, and order paid salaries and compensation for all district
11 employees in conformance with this section.

12 (2)(a)(i) Salaries for certificated instructional staff shall not
13 be less than the salary provided in the appropriations act in the
14 state-wide salary allocation schedule for an employee with a
15 baccalaureate degree and zero years of service(~~(+and)~~).

16 (ii) For certificated instructional staff hired with zero years of
17 service specifically assigned to teaching duties that include the
18 subjects of math or science or both and at least a 3.5 grade point
19 average at the time of their graduation from a college or university,
20 there shall be a five thousand dollar bonus paid as follows: Two
21 thousand dollars upon completion of the first year of teaching; one
22 thousand dollars upon completion of the second year of teaching; one
23 thousand dollars upon completion of the third year of teaching; and one
24 thousand dollars upon completion of the fourth year of teaching.

25 (b) Salaries for certificated instructional staff with a master's
26 degree shall not be less than the salary provided in the appropriations
27 act in the state-wide salary allocation schedule for an employee with
28 a master's degree and zero years of service(~~(+)~~).

29 (3)(a) The actual average salary paid to basic education and
30 special education certificated instructional staff shall not exceed the
31 district's average basic education and special education program
32 certificated instructional staff salary used for the state basic
33 education allocations for that school year as determined pursuant to
34 RCW 28A.150.410.

35 (b) Fringe benefit contributions for basic education and special
36 education certificated instructional staff shall be included as salary

1 under (a) of this subsection only to the extent that the district's
2 actual average benefit contribution exceeds the amount of the insurance
3 benefits allocation provided per certificated instructional staff unit
4 in the state operating appropriations act in effect at the time the
5 compensation is payable. For purposes of this section, fringe benefits
6 shall not include payment for unused leave for illness or injury under
7 RCW 28A.400.210; employer contributions for old age survivors
8 insurance, workers' compensation, unemployment compensation, and
9 retirement benefits under the Washington state retirement system; or
10 employer contributions for health benefits in excess of the insurance
11 benefits allocation provided per certificated instructional staff unit
12 in the state operating appropriations act in effect at the time the
13 compensation is payable. A school district may not use state funds to
14 provide employer contributions for such excess health benefits.

15 (c) Salary and benefits for certificated instructional staff in
16 programs other than basic education and special education shall be
17 consistent with the salary and benefits paid to certificated
18 instructional staff in the basic education and special education
19 programs.

20 (4) Salaries and benefits for certificated instructional staff may
21 exceed the limitations in subsection (3) of this section only by
22 separate contract for additional time, additional responsibilities, or
23 incentives. Supplemental contracts shall not cause the state to incur
24 any present or future funding obligation. Supplemental contracts shall
25 be subject to the collective bargaining provisions of chapter 41.59 RCW
26 and the provisions of RCW 28A.405.240, shall not exceed one year, and
27 if not renewed shall not constitute adverse change in accordance with
28 RCW 28A.405.300 through 28A.405.380. No district may enter into a
29 supplemental contract under this subsection for the provision of
30 services which are a part of the basic education program required by
31 Article IX, section 3 of the state Constitution.

32 (5) Employee benefit plans offered by any district shall comply
33 with RCW 28A.400.350 and 28A.400.275 and 28A.400.280.

34 **PART 8"**

35 Renumber the remaining parts and sections consecutively and correct
36 any internal references accordingly.

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3 OUTSIDE S/O

4 On page 1, line 2 of the title, after "28A.300.130," strike "and
5 28A.630.885" and insert "28A.630.885, and 28A.400.200"

EFFECT: Beginning math and science teachers who graduate from a college or a university with at least a 3.5 grade point average receive a \$2,000 bonus for their first year of teaching, and a \$1,000 bonus for the second, third, and fourth years of teaching.

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